

WHAT IS CLAIMED IS:

1. An Internet-based employment recruitment system, comprising:

5 a job-seeker component that permits job-seekers to access the employment recruitment system, the job-seeker interface enabling the job-seekers to access information regarding available employment positions and to enter information regarding the skills and experiences of the job-seekers as profiles for the job-seekers;

10 a recruiter component that permits recruiters to access the employment recruitment system to enable the recruiters to enter information regarding available employment positions from employers and to search the employment recruitment system for potential candidates for the employers;

15 a resource consultant component that permits resource consultants to access the employment recruitment system to enable the resource consultants to obtain information regarding requirements for employment positions and to obtain information regarding job-seekers profiles and their resumes, the resource consultants further enabled to enter additional information obtained from interviews with job-seekers whose profiles initially match with at least one employment position;

20 a database component that stores the information comprising the employment positions, the job-seeker profiles, the resumes, and the additional information obtained from interviews;

25 a notification component that accesses the database component to compare employment positions with job-seeker profiles, the notification system sending a notification to a matched job-seeker when an employment position matches the job-seeker's profile, the notification sent to the matched job-seeker including security to maintain the identity of the recruiters and potential employers in confidence from the selected job-seeker until the recruiters and potential employers authorize the release of recruiters' and the potential employers' identities; and

30 an executive reply component that permits the selected job-seeker to respond to a notification and to seek further information regarding the

employment position, the job-seeker reply component including security to maintain the identity of the selected job-seeker in confidence from the recruiters and the potential employers until the selected job-seeker authorizes the release of the selected job-seeker's identity to the recruiters and potential employers.

5 2. A system as claimed in Claim 1, wherein the information included in the profiles of job-seekers is customizable by the resource consultants.

 3. A system as claimed in Claim 1, wherein the profile of a job-seeker includes information regarding specific characteristics of a job-seeker's prior employment in response to inquiries from potential employers or the job-seeker's
10 industry.

 4. A system as claimed in Claim 1, further comprising an employer component that permits the potential employers to access the employment recruitment system to enable the potential employers to access and select among the recruiters.

 5. A system as claimed in Claim 1, wherein a job code reference number is
15 utilized for the recruiters to enter the information regarding available employment positions and to search the database component.

 6. A system as claimed in Claim 1, wherein the job-seeker component further comprises detailed statistics on matches and on the current status of the job-seeker's job search.

20 7. A detailed, skills-specific profile comprising:
 customized information relating to a job-seeker's work experience wherein the information is differentiated for various industries;
 dual job titles specifying both a generic job title and an actual job title wherein the generic job title is selected from a list; and
25 dual industry designations specifying both a primary industry and a specific industry, wherein the primary industry is selected from a list.

 8. A profile as claimed in Claim 7, wherein the profiles are stored on a database and a recruiter can search the database without determining the identity of a job-seeker whose profile the recruiter is searching.

9. A method of matching employment opportunity of an employer with a job-seeker, the method comprising:

storing customized information relating to a job-seeker's work experience as a profile in a database, wherein the work experience includes dual job titles specifying both a generic job title and an actual job title, as well as a dual industry designation specifying both a primary industry and a specific industry;

searching the profiles in the database without knowing the identity of the job-seeker;

notifying the job-seeker identified by the search;

investigating the employment opportunity without knowing a recruiter's and the employer's identity;

disclosing the identity of the job-seeker only upon the job-seeker's authorization;

disclosing the identity of the recruiter only upon the recruiter's authorization; and

disclosing the identity of the employer only upon the employer's authorization.

10. A method as claimed in Claim 9, wherein searching the profiles in the database is automatically performed on a periodic basis.

11. A method as claimed in Claim 9, wherein the notice to the job-seeker is automatic.